

2014 Annual Public File Report

WMAQ & WSNS – TV

**FACILITY ID NOs.: WMAQ, 47905
WSNS, 70119**

August 1, 2013 to July 31, 2014

2013 - 2014 ANNUAL EEO PUBLIC FILE REPORT

Call Sign of Station (s): WMAQ-TV and WSNS-TV

List all full-time job vacancies filled by any station covered by this report in the past year (August 1, 2013 – July 31, 2014)

WMAQ: Full-Time Job Vacancies Filled

Hire Date	Positions Title
8/5/13	Writer/Producer/Editor
8/12/13	DayPart Manager
11/18/13	IT Support Analyst
12/2/13	TV Director/Associate Director
12/2/13	Commercial Analyst
12/30/13	TV Director/Associate Director
1/21/14	Client Services Rep
3/3/14	Local TV Reporter – Investigative
3/3/14	Marketing Coordinator
3/24/14	VP, Special Projects & Community Relations
4/21/14	Content Producer
4/28/14	News Reporter/Weekend Anchor
5/5/14	Local TV Reporter – Investigative
6/16/14	Writer/Producer/Editor - Topicals
6/16/14	Sr. Research Analyst
6/23/14	Sales Traffic Coordinator
6/23/14	Content Producer
6/30/14	VP, Sales
7/7/14	Manager, Technical Operations
7/21/14	Client Services Rep

WSNS: Full-Time Job Vacancies Filled

Hire Date	Positions Title
8/5/13	News Reporter
11/4/13	Sales Account Executive
1/13/14	News Producer
1/13/14	News Reporter

2/18/14	Sales Account Executive
3/3/14	TV Field Photographer
3/3/14	TV Field Photographer
3/10/14	News Reporter
3/24/14	News Producer
4/7/14	Sales Marketing Coordinator
4/21/14	Sales Account Executive
7/21/14	Producer, Advertising & Promotions

1) For each vacancy listed, attach to this report the relevant Recruitment Source Data Summary. See forms attached at the end of this report.

2) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? There were a total of 142 interviewees interviewed for all the full-time job vacancies identified above.

3) In total, how many persons interviewed by the above listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source	Total Number of Interviewees Referred During Year
CareerBuilder.com	0
Columbia College Chicago - www.columbiaworks.com	0
Current pool of temp employees: Yoh Staff, Daily Hires, freelancers	17
Employee Referrals (Employee Referral Program)	12
illinoisjoblink.com - Illinois Department of Employment Services	0
Indeed.com	0
Industry and Business contacts referrals	5
LinkedIn.com	0
MediaBistro (social media jobs)	0
Monster.com	0
NBCUnicareers.com - recruiting site External/Internal applicants	72
- Internal NBCU employees candidates	19
NBCUniversal's Associates Programs: News, Sales, Finance	0
Spots n Dots (Sales jobs)	0
Talent Agent representatives of on-air talent	17
TVjobs.com	0
TOTAL	142

- 4) Please summarize the stations' broad recruitment outreach initiative during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and short summary of the nature of each initiative.

RECRUITMENT FOR FULL-TIME VACANCIES

WMAQ-TV and WSNS-TV are committed to diversity and equal employment opportunities. As such, the stations conduct broad recruitment outreach for its full-time vacancies and widely disseminate information concerning these vacancies using a variety of communications methods in partnership with the Company's Corporate Staffing Center. When WMAQ-TV and WSNS-TV have job openings, they reach a very large potential applicant pool by running on-air announcements with information regarding their recruiting websites at least ten times per week during various times of the day on both Stations. All on-air announcements refer individuals interested in employment with the Stations to apply online at www.nbcunicareers.com. These announcements also include a jobs hotline phone number (312-836-5588) that job seekers can call to obtain the information about job openings. Job openings are always posted on www.nbcunicareers.com, and the Company's Staffing Center advertises job openings with targeted/specialized web sites in the broadcast industry when necessary. Both stations' web sites also provide links directly to www.nbcunicareers.com. This recruiting web site, which is available to the public, now

allows NBCUniversal internal employees to also apply for open jobs, which promotes career advancement opportunities for all employees. The web site also prominently displays a link to NBCUniversal's Employee Referral Program information. The program is designed to further the promotion of diverse recruiting by our own employees. The Employment Unit also publishes an annual newspaper ad inviting persons interested in employment with the Stations to visit www.nbcunicareers.com or either of the Stations' websites.

NOTIFICATION TO COMMUNITY GROUPS AND RECRUITING ORGANIZATIONS

The annual newspaper ad discussed above regarding the stations' recruiting process also invites employment sources and recruiting organizations to submit a written request to be included in the job vacancy distribution list. The recruitment print ad placed within the past 12 months for this reporting period was placed in the Chicago Sun Times and ran on Wednesday, July 9, 2014, and again on Sunday, July 13, 2014. A similar ad was published approximately 12 months ago. In the 12 months included in this reporting period, no organizations have contacted the Stations directly to request written notice of open job opportunities. If such requests are received, the Employment Unit will email or fax job opening notices to any recruiting source or community organization that requests the information and responds with an email address or fax number to receive such job vacancy information.

RECRUITMENT/OUTREACH INITIATIVES

According to Commission regulations, the Employment Unit was required to undertake four recruitment/outreach initiatives since August 1, 2013. The Employment Unit has undertaken the following recruitment/outreach initiatives during the reporting period:

JOB FAIR PARTICIPATION

Representatives of WMAQ, WSNS and NBCUniversal participated in the following job fairs:

- Veterans Job Fair - July 2, 2014 – Emma Asante, VP Special Projects & Community Relations, WMAQ-TV; Juan Orta, Manager, Community Relations, WSNS-TV; Alison Osterbur, VP, Human Resources, WMAQ-TV & WSNS-TV.
- IRE (Investigative Reporters & Editors) Conference & Job Fair – June 26-29, 2014 – Debra Juarez, News Director, WMAQ-TV; Katy Smyser and Lisa Capitanini, Content Producers, NBC 5 Investigative Unit (WMAQ-TV); Robin Green, Content Producer and Lisa Parker, Reporter, NBC 5 Consumer Unit (WMAQ-TV).
- National Association of Black Journalist (NABJ) Annual Conference & Career Fair – July 30, 2014 – Boston, MA – Frank Whittaker, Station Manager & VP, News, WMAQ-TV; Michelle Relerford, NBC 5 Reporter; Jessica Kurdali, Sr. Director, News Talent Recruitment.

- Excellence in Journalism Conference & Job Expo (Society of Professional Journalist/National Association of Hispanic Journalists/Radio Television Digital News Association) - August 24-26, 2013 – Anaheim, CA - Jessica Kurdali, Sr. Director, News Talent Recruitment; Amy Yates-Garmatz, SVP, Human Resources, TLMD Network; Diana Maldonado, VP News, WSNS-TV, Telemundo Chicago.
- National Association Hispanic Journalists Region 6 Conference & Job Fair – October 12, 2013 – Diana Maldonado, VP News, WSNS-TV Telemundo Chicago; Natalie Martinez, Reporter, WMAQ-TV, NBC 5 Chicago.
- Asian American Journalists Association Career Fair & Expo – August 21-24, 2013 – New York, NY – Jessica Kurdali, Sr. Director, News Talent Recruitment; Lynn Costa, VP, Human Resources, WNBC-TV; Katy Smyser, Content Producer, Investigative Unit, WMAQ-TV, NBC 5 Chicago.

EMPLOYEE TRAINING

Employees of WMAQ-TV and WSNS-TV are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility or skills. Various programs are provided by external vendors and internal Company-sponsored programs. Employees of both Stations participated in the following development courses:

Legal and Standards Seminars for News content and coverage conducted for both stations; DALET News System upgrade equipment training; Canon 5D camera training; Negotiating Skills Seminar, 4/1/14, and Effective Presentation Skills seminar on 3/11/14, were conducted for employees of the Sales Department; Technology Security awareness event was held on 3/19/14; IRE organization trainer conducted training for News staff in the latest tools and techniques to enhance investigative reporting; News staffs of both stations attended training on use of the new iPass cameras used for traffic and weather reporting; WSNS Sales staff attended training for Proposer and Dem32 sales systems and Prime Lingo research tools and there was also a Ratings training conducted for the newer members of the sales team; on-air talent coaching is conducted on an on-going basis by Barry Nash Coaching as well as on-air presentation coaching by Magid Associates.

Alison Osterbur, VP, Human Resources conducted employee workshops on positive and productive Goal-Setting, as well as how to write effective performance feedback assessment reviews and managing career growth. Janet Maldonado, HR Generalist, attended year-end training for HR Operations and processes, as well as training for the new Yoh contractor employee timecard approval system.

The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Discrimination/Harassment Prevention Training, Integrity Training and Code of Conduct training. The internal employee

benefits website provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development.

Most recently, NBCUniversal has partnered with Harvard Manage Mentor to offer online, on-demand leadership development courses to management and supervisory employees.

Continual on-line training is required of all employees on the Company's EHS (Environmental Health & Safety) Programs. An in-class training session on First Aid/CPR/AED training was held on October 17, 2013; Electrical Safety and Live Truck training is also conducted on an on-going basis and Emergency Preparedness presentation was conducted on December 16, 2013 by the Chicago Fire Department.

INTERNSHIP PROGRAM

The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 37 college students participated in the program during the last Fall, Spring and Summer sessions. The NBC/Telemundo Internship Program in Chicago is now a paid internship program, which exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information. Interns participated in the following "Lunch and Learn" sessions during the 2013/2014 summer session: News Management, Creative Services, Sales Leadership, Broadcast Operations & Engineering, Research, Digital/Web Content and resume writing. The Program coordinator is Aida Areizaga, Human Resources Coordinator, WMAQ-TV & WSNS-TV, NBCU Chicago.

EMMA BOWEN Foundation for Minority Interests in Media

The Employment Unit participates in the Emma Bowen Foundation for Minority Interest in Media Fellowship program, which is a broadcasting industry scholarship program designed to provide part-time jobs and learning experiences to minority high school and college students. The program is unlike other intern programs in that the students work for their partner company during the summers and school breaks from the end of their junior year in high school until they graduate from college. During the five-year-period, students have the opportunity to learn the many aspects of broadcast operations and develop company-specific skills. Students are paid for working and additionally receive a 100% matching dollars payment designed to assist them with their academic costs. The Stations have the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement if available or placement with the NBCU Associates Program upon completion of their college degree. Mentoring from the selected staff in the sponsoring company is also a key element of the program. The Stations have had 2 minority students from the Emma Bowen program during the period covered by this report.

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION.

Employees of the Stations participate in extensive community relations activities, which also create opportunities to educate the community about broadcasting and employment opportunities with WMAQ-TV, WSNS-TV and within the broadcast field in general. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:

- WMAQ/WSNS's Homework Hotline – The Stations sponsor a Homework Hotline for students of our viewing audiences of all ages during the school year. The program is a partnership with the University of Illinois.

2013/2014 - WMAQ'S limited sampling of sponsored community events:

- **Saturday, August 3, 2013**

Carousel of Dreams

Ronald McDonald House Charities & St. Jude's Hospital

Sanfilippo Estate, Barrington Hills, IL

Daniella Guzman

- **Wednesday, August 7, 2013**

A Silver Lining Foundation

Fundraiser events, Rockford, IL

Dr. Sandy Goldberg, NBC 5 News contributor

- **Thursday, August 8, 2013**

Ducky Derby

Special Olympics Illinois

Chicago River /Columbus Drive and Michigan Avenue bridges

Mike Adamle

- **Saturday, August 10, 2013**

Fitness 4 Kids Health Fair

Association House of Chicago

1116 N. Kedzie Avenue, Chicago, IL

Stefan Holt

- **Sunday, September 8, 2013**

44th Annual Mexican Independence Day Parade

Little Village Chamber of Commerce

Deborah O. Brown

- **Monday, September 16, 2013**

Peach and Dialogue Award Ceremony

Niagara Foundation, Chicago, IL

Rob Stafford

- **Thursday, September 26, 2013**

26th Annual Entrepreneurial Woman's Conference
McCormick Place
Chicago, IL

Allison Rosati

- **Saturday, September 28, 2013**

Wonder Kids Event
Chicago Children's Museum
Chicago, IL

Cheryl Scott

- **Tuesday, October 1, 2013**

Latino Fashion Week's Red Carpet Opening Night
Block 37, Chicago, IL

Natalie Martinez & Daniella Guzman

- **Wednesday, October 2, 2013**

3rd Annual Maria Mangual Latina Leadership Conference
Mujeres Latinas en Accion
Chicago, IL

Deborah O. Brown

- **Saturday, October 5, 2013**

Living Legends/Passing the Torch Awards Benefit
Black United Fund of Illinois
DuSable Museum of African-American History
Chicago, IL

Marion Brooks

- **Monday, October 21, 2013**

Reach for Excellence Awards Dinner
Midtown Educational Foundation
Chicago, IL

Emily Florez

- **Saturday, November 2, 2013**

Chicagoland Autism Connection
9th Annual Night of Stars
Oak Lawn, IL

Christian Farr

- **Thursday, November 7, 2013**

Black Enterprise and American Family Insurance
Blanc Gallery
Chicago, IL

Michelle Relerford

- **Saturday, November 9, 2013**

Chicago Urban League Annual Fellowship Dinner
Chicago Hilton
Chicago, IL

Art Norman, LeeAnn Trotter, Deborah O. Brown

- **Saturday, November 16, 2013**

National Kidney Foundation of Illinois
28th Annual Gift of Life Gala
4 Seasons Hotel, Chicago, IL

Mike Adamle

- **Friday, December 6, 2013**

The Chinese American Service League Anniversary Kick-Off Celebration
Zhou B Art Center
Chicago, IL

Nesita Kwan

- **Monday, December 9, 2013**

Salvation Army Bell Ringing
NBC Tower Plaza
Chicago, IL

Anthony Ponce

- **Saturday, December 14, 2013**

3rd Annual Celebration of Giving
The Light House Youth Center
Chicago, IL

Deborah O. Brown

- **Wednesday, December 18, 2013**

NBC/Telemundo Holiday Drive
NBC Tower Plaza
Chicago, IL

Daniella Guzman, Stefan Holt, Deborah O. Brown

- **Tuesday, January 7, 2014**

Eagle Scout Recognition Dinner
Northwestern Memorial Hospital
Chicago, IL

Phil Rogers

- **Saturday, January 18, 2014**

Concerned Christian Men's Breakfast
Simeon Career Academy, Chicago, IL

Stefan Holt

- **Monday, January 20, 2014**

24th Annual Martin Luther King Scholarship Breakfast
PUSH Excel

Hyatt Regency Chicago, Chicago, IL

**Frank Whittaker, Art Norman, Marcus Riley, Ken Wharton, Stefan Holt,
LeeAnn Trotter, Deborah O. Brown**

- **Saturday, January 25, 2014**

31st Annual Black Creativity Gala
Museum of Science and Industry
Chicago, IL

Alicia Roman

- **Friday, January 31, 2014**

Career Day
Resurrection High School
Chicago, IL

Peggy Kusinski

- **Friday, February 7, 2014**

Wear Red Day
American Heart Association
Social-Media based event (Twitter, Facebook)

Kye Martin

- **Thursday, February 20, 2014**

Girls in the Game Gala "Field of Dreams"
Marriott Hotel
Chicago, IL

Peggy Kusinski

- **Thursday, February 20, 2014**

9th Annual Dancing with Chicago Celebrities
Benefiting the Fight Against Breast Cancer
The Backroom, Chicago, IL

Daniella Guzman

- **Saturday, February 22, 2014**

34th Annual Evening of Hope
Boys Hope / Girls Hope Dinner
4 Seasons Hotel, Chicago, IL

Mary Ann Ahern

- **Saturday, March 1, 2014**

Catholic Charities 16th Annual Helping Hands Homeless Services Dinner
Silver Lakes Country Club, Orland Park, IL

Andy Avalos

- **Sunday, March 2, 2014**

14th Annual Chicago Polar Plunge
For Special Olympics
North Avenue Beach, Chicago, IL
Alicia Roman, Jimmy Fallon

- **Friday, March 7, 2014**

Cystic Fibrosis Foundation – Shamrockin' For A Cure
Countryside Banquets
Countryside, IL
Lauren Petty

- **Friday, March 28, 2014**

The Illiana Network Scholarship Fundraiser
Merrionette Park, IL
Dick Johnson

- **Friday, April 4, 2014**

March of Dimes
Construction & Transportation Luncheon
Chicago, IL
Dr. Sandy Goldberg

- **Thursday, April 10, 2014**

Brushes with Cancer
Chez
Chicago, IL
Anthony Ponce

- **Thursday, April 17, 2014**

The Chicago Defender Women of Excellence Awards
Fairmont Hotel
Chicago, IL
Emma Asante and Deborah O. Brown

- **Saturday, April 26, 2014**

Comcast Care Day
2014 Volunteer Day of Service
Back of the Yards High School
Chicago, IL
Allison Rosati, Alicia Roman, Deborah O. Brown, Emma Asante, Alison Osterbur, David Doeblor

- **Thursday, May 1, 2014**

Puerto Rican Arts Alliance Donor Reception
PRAA Center, Chicago, IL
Alicia Roman

- **Saturday, May 3, 2014**

Make-A-Wish Illinois Wish Ball
Soldier Field
Chicago, IL

Allison Rosati and Peggy Kusinski

- **Friday, May 9, 2014**

28th Annual Recognition for Latino Graduates
Hilton Chicago Hotel
Chicago, IL

Daniella Guzman

- **Friday, May 23, 2014**

The Metro Advancement Council
Chicago Metro Achievement for Girls Annual Luncheon
Union League Club, Chicago, IL

Emily Florez

- **Wednesday, June 4, 2014**

Big Brothers Big Sisters H'Art & Soul Fundraising
Ignite Glass Studios
Chicago, IL

Natalie Martinez

- **Thursday, June 19, 2014**

GEMS Education Chicago Teacher Awards Gala
Field Museum
Chicago, IL

Marion Brooks

- **Tuesday, June 24, 2014**

Gilda's Club of Chicago
Agents of Hope
Four Seasons Hotel, Chicago, IL

Allison Rosati

- **Sunday, June 29, 2014**

Pride Parade
NBC 5 float

**Allison Rosati, Rob Stafford, Brant Miler, Alicia Roman, Anthony Ponce,
Natalie Martinez, LeeeAnn Trotter, Michelle Relerford, Emma Asante**

- **Saturday, July 12, 2014**

Taste of Chicago
Chef Demonstration

Michelle Relerford

- **Tuesday, July 15, 2014**

The 111th Installation of the Rotary/One President
Union League Club
Cog Hill Golf & Country Club
Lemont, IL
Andy Avalos

2013/2014 - WSNS' limited sampling of sponsored community events:

- **Saturday, August 3, 2013**

Festival Cubano
Riis Park
Chicago, IL
Juan Orta, Alfonso Gutierrez

- **Thursday, August 15, 2013**

Centro Romero's Annual Celebration "Our Families, Our Hope"
J Marriott Chicago, Chicago, IL
Diana Maldonado, Juan Orta

- **Friday, August 23, 2013**

Back to School Supply Drive
NBC Tower
Chicago, IL
Juan Orta, all employees invited to participate

- **Sunday, September 8, 2013**

Little Village Mexican Independence VIP Breakfast
Mi Tierra Restaurant
Chicago, IL
Alfonso Gutierrez, Edna Schmidt, Juan Orta, Chris McDonnell, Sean Delahunty, Carmen Vega

- **Thursday, September 12, 2013**

Jewel-Osco Hispanic Heritage Celebration
5320 S. Pulaski, Chicago, IL
Jimmy Peskind

- **Sunday, September 15, 2013**

Hispanic Chamber of Commerce Conference
Hilton Hotel, Chicago, IL
Chris McDonnell, Sean Delahunty, Juan Orta

- **Monday, October 7, 2013**

Education Institute 2nd Annual Hispanic Heritage Celebration
John Barleycorn
Chicago, IL
Juan Orta

- **Thursday, October 10, 2013**

Cuatro Festival Puertorriqueño Kick-Off Reception
PRAA Center
Chicago, IL
Juan Orta, Janet Maldonado

- **Friday, October 11, 2013**

Feria de Salud Comunitaria
McKinley Park Field House
Chicago, IL
Juan Orta

- **Friday, November 1, 2013**

Little Village Health Fair
Boys and Girls Club
Chicago, IL
Juan Orta, Lorena Lozano, all employees invited

- **Friday, November 8, 2013**

Latino Policy Forum
Latino Education, Service and Leadership
Palmer House, Chicago, IL
Marielena Ponticiello, Alfonso Gutierrez, Juan Orta

- **Saturday, November 9, 2013**

Festival de Cuatro Puertorriqueño
Harris Theatre
Chicago, IL
Carmen Vega, Janet Maldonado, Carmen Dominicci from TLMD Network

- **Friday, November 22, 2013**

Illinois Legislative Latino Caucus Foundation Conference
Rosemont Convention Center
Rosemont, IL
Alba Mendiola, Panel Moderator

- **Saturday, December 7, 2013**

Necahual Foundation 10th Annual Fundraising Gala
Drury Lane Theater
Oakbrook Terrace, IL
Karla Leal, Alfonso Gutierrez

- **Monday, December 16, 2013**

Little Foot Prints Foundation Fundraiser
New Rebozo Restaurant
Chicago, IL
Juan Orta

- **Tuesday December 17, 2013**

Chicago's Largest Community Paranda
Benefiting the Greater Chicago Food Depository
Chicago, IL
Janet Maldonado, Maricela Vazquez, Diana Maldonado

- **Wednesday, December 18, 2013**

NBC & Telemundo Annual Coat Drive
NBC Tower
Juan Orta, Carmen Vega, Chris McDonnell, Diana Maldonado

- **Friday, April 4, 2014**

Chicago Latino Book & Family Festival
Ciero Community Center
Cicero, IL
Alfonso Gutierrez, Karla Leal

- **Saturday, April 5, 2014**

American Diabetes Association – Conference on Diabetes
McCormick Place,
Chicago, IL
Alba Mendiola

- **Thursday, April 10, 2014**

Mujeres Destacadas La Raza
Chicago, IL
Chris McDonnell, Juan Orta, Carmen Vega, Diana Maldonado

- **Thursday, April 10, 2014**

Erie Neighborhood House Annual Awards Dinner
Future of Promise/Futuro de Promesa
Chicago, IL
Juan Orta

- **Friday, April 25, 2014**

Hispanocare 20th Annual Student Scholarship Fundraiser
Noche Salsa 2014
Chicago, IL
Juan Orta, John Mann, Silvia Testa

- **Saturday, April 26, 2014**

Comcast Care Day
Back of the Yards High School
Chicago, IL

Juan Orta, Carmen Vega, Chris McDonnell and 27 other WSNS employees

- **Wednesday, July 2, 2014**

Veterans Job Fair
NBC Tower
Chicago, IL

Juan Orta, Alison Osterbur, Diana Maldonado

- **Thursday, July 10, 2014**

Comite Fiestas Patrias – Consulado de Mexico
National Museum of Mexican Art
Chicago, IL

Juan Orta

- **Friday, July 11, 2014**

Aurora Chamber of Commerce
2014 Golfing for Scholars
Aurora, IL

Juan Orta, Chris McDonnell

- **Tuesday, July 15, 2014**

111th Installation of the ROTARY/One President
Union League Club
Chicago, IL

Karla Leal

- **Wednesday, July 16, 2014**

Community Action Board
NBC & Telemundo Chicago
Chicago, IL

Juan Orta

- **Wednesday, July 30, 2014**

Hispanic Pro Networking
Latina Trailblazers Networking Forum
Chicago, IL

Juan Orta, Carmen Vega

- **Thursday, July 31, 2014**

Fiesta del Sol
Pilsen Neighborhood
Chicago, IL

All WSNS talent, Sales & Promotions staff

**JOB VACANCY
RECRUITMENT SOURCE DATA SUMMARY FORM**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruiting Source	Contact Person	Phone	Has this source requested notices?
WMAQ	Writer/Producer/Editor	8/5/13	NBCUnicareers.com web site	n/a	n/a	n/a	No
WMAQ	DayPart Manager	8/12/13	Employee Referral	n/a	Debra Juarez	n/a	No
WMAQ	IT Support Analyst	11/18/13	Current Yoh temp in the job	n/a	n/a	n/a	No
WMAQ	Commercial Analyst	12/2/13	Internal Promotion	n/a	n/a	n/a	No
WMAQ	(2) Director/Associate Director/Stage Manager	12/2/13	Current daily hire employee in the job	n/a	n/a	n/a	No
		12/30/13	Current daily hire employee in the job	n/a	n/a	n/a	No
WMAQ	Client Services Rep	1/21/14	NBCUnicareers.com web site	n/a	n/a	n/a	No
WMAQ	(2) Local TV Reporters - Investigative	3/3/14	Talent Agent	n/a	n/a	n/a	No
		5/5/14	Talent Agent	n/a	n/a	n/a	No
WMAQ	Marketing Coordinator	3/3/14	Internal Transfer/Promotion	n/a	n/a	n/a	No
WMAQ	VP, Special Projects & Community Relations	3/24/14	Internal transfer/promotion	n/a	n/a	n/a	No
WMAQ	Content Producer	4/21/14	Current YOH temp in the job	n/a	n/a	n/a	No
WMAQ	Local TV Reporter/Weekend Anchor	4/28/14	Current talent freelance reporter/originally Employee referral	n/a	n/a	n/a	No
WMAQ	Topicals Writer/Producer/Editor	6/16/14	Current Yoh temp in job	n/a	n/a	n/a	No
WMAQ	Sr. Research Analyst	6/16/14	Internal transfer/promotion	n/a	n/a	n/a	No
WMAQ	Sales Traffic Coordinator	6/23/14	NBCUnicareers.com	n/a	n/a	n/a	No
WMAQ	Content Producer	6/23/14	NBCUnicareers.com	n/a	n/a	n/a	No
WMAQ	VP, Sales	6/30/14	Internal transfer	n/a	n/a	n/a	No
WMAQ	Manager, Technical Operations	7/7/14	Current Yoh temp in job	n/a	n/a	n/a	No
WMAQ	Client Services Rep	7/21/14	NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	News Reporter	8/5/13	NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	(3) Sales Account Executive	11/4/13 – 2/10/14 – 4/21/14	Employee Referrals & Business Referral	n/a	n/a	n/a	No
WSNS	(2) News Producer	1/13/14 3/24/14	NBCUnicareers.com Internal transfer	n/a	n/a	n/a	No
WSNS	(2) News Reporter	1/13/14 3/10/14	NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	(2) TV Field Photographer	3/3/14	NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	Producer, Advertising & Promotions	7/21/14	Current Yoh temp conversion	n/a	n/a	n/a	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Writer/Producer/Editor

Date Job Filled: 8/5/2013

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Reporter

Date Job Filled: 8/5/2013

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monsters.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: DayPart Manager

Date Job Filled: 8/12/2013

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	N/A	Debra Juarez	N/A	No
Business Referrals	N/A	N/A	N/A	No
Former NBC employee- NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Sales Account Executive (3 positions)

Date Job Filled: 11/14/2013; 2/10/2014; 4/21/14

Recruitment Source
That Referred
Ultimate Hire: Employee Referrals; Business Referral

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referrals	N/A	D. Maldonado John Mann	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Businesss/Industry referrals	N/A	N/A	N/A	No
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: IT Support Analyst

Date Job Filled: 11/18/2013

Recruitment Source
That Referred
Ultimate Hire: current YOH temp conversion

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current YOH temp employee pool	N/A	N/A	N/A	N/A
Monsters.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Commercial Analyst

Date Job Filled: 12/2/2013

Recruitment Source
That Referred
Ultimate Hire: Internal Promotion

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current employee	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Director/Associate Director/Stage Manager (2 positions)

Date Job Filled: 12/2/2013; 12/30/2013

Recruitment Source
That Referred
Ultimate Hire: Current Daily Hire employees in the job

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates - from current daily hire candidate pool	N/A	N/A	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Internal Candidate	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Producer

Date Job Filled: 1/13/2014; 3/24/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com; Internal transfer

Total Number of
Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Current daily hires candidate pool	N/A	N/A	N/A	N/A
Internal staff employees	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: News Reporters (2 positions)

Date Job Filled: 1/13/2014; 3/10/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Services Rep

Date Job Filled: 1/21/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Local TV Reporter – Investigative Team (2 positions)

Date Job Filled: 3/3/2014; 5/5/2014

Recruitment Source
That Referred
Ultimate Hire: Talent Agents/Representatives

Total Number of
Interviewees: 10

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Talent Agents	N/A	N/A	N/A	No
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Marketing Coordinator

Date Job Filled: 3/3/2014

Recruitment Source
That Referred
Ultimate Hire: Internal promotion

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee referrals	N/A	N/A	N/A	N/A
Internal employee promotion	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: TV Field Photographer (2 positions)

Date Job Filled: 3/3/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.COM

Total Number of
Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Current daily hires candidate pool	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: VP, Special Projects & Community Relations

Date Job Filled: 3/24/2014

Recruitment Source
That Referred
Ultimate Hire: Internal Promotion

Total Number of
Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal staff employees	N/A	N/A	N/A	N/A
Employee Referrals	N/A	N/A	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Content Producer

Date Job Filled: 4/21/2014

Recruitment Source

That Referred

Ultimate Hire: current Daily Hire employee in the job

Total Number of

Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Current daily hire temp employee pool	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Local TV Reporter / Weekend Anchor

Date Job Filled: 4/28/2014

Recruitment Source

That Referred

Ultimate Hire: current freelance reporter - Employee Referral

Total Number of

Interviewees: 12

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current on-air freelance employee (originally employee referral)	N/A	(Debra Juarez)	N/A	N/A
Talent Agents	N/A	N/A	N/A	No
Internal Staff	N/A	N/A	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Topical Writer/Producer/Editor

Date Job Filled: 6/16/2014

Recruitment Source
That Referred
Ultimate Hire: Current Daily Hire employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current YOH temp conversion	N/A	N/A	N/A	N/A
Monsters.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Sr. Research Analyst

Date Job Filled: 6/16/2014

Recruitment Source
That Referred
Ultimate Hire: Internal promotion (Employee Referral)

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	N/A	Matt Lobdell	N/A	No
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Sales Traffic Coordinator

Date Job Filled: 6/23/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Content Producer

Date Job Filled: 6/23/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Current daily hire employees	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: VP, Sales

Date Job Filled: 6/30/2014

Recruitment Source
That Referred
Ultimate Hire: Internal Transfer

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Employees	N/A	N/A	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Manager, Technical Operations

Date Job Filled: 7/7/2014

Recruitment Source
That Referred
Ultimate Hire: Current YOH temp conversion

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referrals	N/A	Nadine Comerford	N/A	N/A
Current staff employees	N/A	N/A	N/A	N/A
NBCUnicareers.com	N/A	N/A	N/A	N/A
Current YOH temp	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSNS

Job Title: Producer, Advertising & Promotions

Date Job Filled: 7/21/2014

Recruitment Source
That Referred
Ultimate Hire: Current YOH temp conversion

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current YOH temp in the job	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Client Services Rep

Date Job Filled: 7/21/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Total Number of
Interviewees: 13

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com	N/A	N/A	N/A	N/A
Employee Referral	N/A	N/A	N/A	N/A
Monster.com	N/A	N/A	N/A	N/A
Indeed.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)